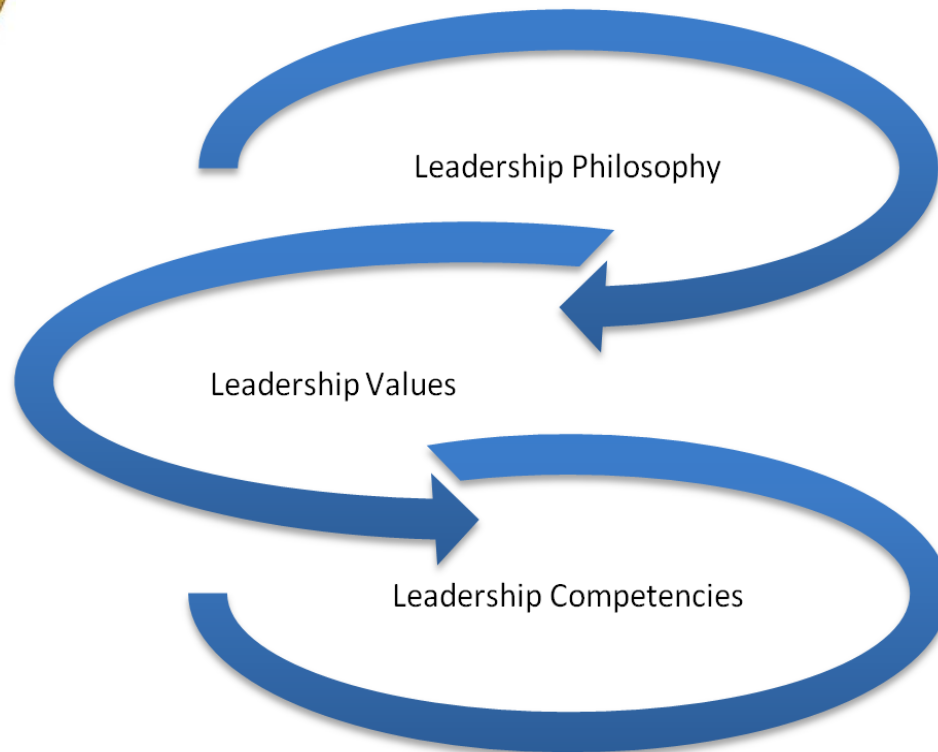




The Statewide Leadership Development Program Model —



State Leadership Philosophy —

Our leaders develop and inspire our workforce to deliver great results for Californians.

Program Goals —

- To create, embed and nurture a statewide leadership culture, the state has created a leadership model that includes a leadership philosophy statement, leadership values and leadership competencies.
- These values and philosophy transcend state service. Collaborate with departments as the model is designed to underpin departments' existing values, not replace them.
- The leadership philosophy and values will be incorporated into recruitment, onboarding, training, and performance management for leaders across state service.

"One of the tenets of a good leader is to never stop learning."

- Colin Powell



Statewide Leadership Values —

Achieving Results—As demonstrated by setting a clear vision to achieve productive results by developing plans to meet targets, leverage staff skills and solve problems.

Building Collaborative Relationships—As demonstrated by a broad appreciation for collaboration in public policy engagement and fostering an inclusive environment for consensus-building and decision-making.

Developing Others— As demonstrated by a commitment to coach, guide, train, instruct and develop team members. Empowering others through a sense of shared ownership and decision-making. Supporting work-life balance and employee well-being.

Effective Communication—As demonstrated by strong writing, verbal and listening skills to create an open and transparent environment for the exchange of information.

Fostering a Team Environment - As demonstrated through the support and recognition of team members both professionally and personally; team-oriented.

Good Governance—As demonstrated by stewardship for customer service, accountability, transparency, sustainability, policy, compliance and solid political acumen.

Inspirational Engagement— As demonstrated by an ability to motivate loyalty to a mission or plan. Challenges individuals professionally and personally to achieve goals. Connects employees to the work. Celebrates success.

Organizational Change—As demonstrated by a commitment to drive continuous improvement for better results.

Personal Credibility—As demonstrated by authenticity, confidence, consistency, courage, decisiveness, generosity, honesty, integrity, judgment and risk awareness.

For more information regarding Leadership Development:

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